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Community Colleges Australia presents

# Joining the Dots

A professional development opportunity for  
NSW Community Education Providers

**10:00am: Arrive**

**10:30am-12:30pm: Session 1**

**Integrating Intuition and Analytics: Learning to be a Complete Strategist**

**Presenters:** Dr John Mitchell, National VET strategist and John Ward,  
Director Quantitative Services, John Mitchell and Associates

If you are a manager in a Community College, the future of your organisation could depend on your ability to develop new strategies. These strategies are needed to meet the unprecedented challenges generated by the global financial crisis and climate change and other external forces on the sector such as policy moves towards making more VET funding competitive.

This two-hour session will provide you with the initial rationale and framework for your future learning.

**12:30pm-1:30pm: Lunch (provided)**

**1:30pm-3:30pm: Session 2**

**Recruitment and Succession Planning**

**Presenter:** Owen Joyce, Business Coach, Australian Business Review

Recruiting the right people and planning for your own succession is a not a straightforward process and unfortunately many of us tend to get it wrong. The best businesses and Community College managers understand that getting the right people doing the right jobs and choosing the right successor well in advance of moving on are key factors in ensuring continued growth and success.

During this two-hour session the presenter Owen Joyce, will discuss the latest thinking on Recruitment and Succession Planning.

Funded by the Commonwealth through the Department of Education, Employment and Workplace relations.



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Adult Learning  
Australia Inc



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The  
Timetable



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**Dr John Mitchell**, Managing Director, John Mitchell & Associates, is a leading national VET strategist. He possesses high level evaluation and analytical skills, with expertise in applying these skills to the research process. These skills include employing both qualitative and quantitative techniques including literature review, interviewing, surveying and focus groups and thematic analysis. He is also experienced in: action research; case study research; appreciative inquiry; impact evaluations; efficiency evaluations; program evaluation; policy analysis; return on investment (ROI) studies; cost effectiveness studies; and cost benefit analyses.



Dr John Mitchell

**John Ward** (PhD cand.), Director Quantitative Services, John Mitchell & Associates is one of the handful of qualified psychometricians working in education in Australia. John was awarded a medal by NCVET in 2008 for his pioneering work on measuring student satisfaction: work which underpins the national AQTF student survey. He has provided consulting advice on survey management systems to many RTOs. He designed the national surveys for two ACCI studies of employers (2008-2009) and the 2009 national study of VET assessors for QLD DET and recently designed six quantitative measurement tools for Challenger TAFE.



John Ward

**JMA Analytics** is both a division of John Mitchell & Associates and a powerful, new business methodology. As a methodology it involves the sophisticated use of statistical and quantitative analysis, as well as explanatory and predictive models, to drive evidence-based strategy-making

**Owen Joyce:** In 2000, after a few years as an I.T. consultant, Owen started a business called Selfcert which sold eLearning and certification products to I.T. professionals. Owen is the first to acknowledge that in the first year of this business, recruitment, training and retention of staff was 'hit and miss' and that the business lost \$357,000 as a result. Owen went on to fix these issues over time, recover the business and sell it to SEEK.com.au in 2004 as a successful multimillion dollar business. The business has since been renamed SEEK Learning.



Owen Joyce

Since then, Owen has been working as a business coach with small to medium business owners to assist them with marketing, sales, recruitment, succession, finances and more.

**Your Business Success** - Owen has recently, developed a partnership with the executive producer of the popular Channel 9 TV show Your Business Success to create a business improvement program of the same name. The program offers 80 business case studies on DVD and a series of workbooks containing thousands of ideas for running a business successfully.

**Where:**  
The Grace Hotel,  
77 York Street, Sydney

**When:**  
10:00am - 3:30pm,  
Friday 13 November

The Presenters



Australian Government  
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